

Apprenticeships: Old Concept Renewed

Whether you pronounce it “stray” or “straw,” it’s one of the more popular on-the-job training programs in Michigan, with more than 155 schools participating.

It’s the School-to-Registered Apprenticeship program, or “STRA” for short. The STRA program began in 1995, when a number of Lansing-area manufacturers expressed concern over a lack of skilled individuals available for specific jobs. Out of this concern came the idea of providing employers with an opportunity to train high schools students through a formal registered apprenticeship program.

Students in the STRA program participate in paid summer and school year on-the-job training. At graduation, they are guaranteed full-time employment and paid tuition to a community college. Those who complete their apprenticeship also receive a “Certificate of Completion” from the U.S. Department of Labor, Bureau of Apprenticeship Training. This is the federal bureau that administers the program nationwide and certifies STRA sites.



For employers, the STRA program presents an opportunity to customize their on-the-job training activities—and to provide direct input into occupational curricula at Michigan high schools. The results are training plans built around the most current skill training needs of the industry. The State of Michigan offers employers a \$2,000 tax credit for each high school student sponsored by their business.

To date, Michigan’s STRA program has placed students in 57 different occupational areas through the support of

70 certified secondary education STRA sites, representing 155 schools.

While the STRA system offers employers some relief from the labor shortage, it also provides students with an important high school and postsecondary training program that has a direct link to high-quality, high-skilled, and high-paying jobs and career opportunities.

For more information, or to learn who your local STRA coordinator is, call the Michigan Department of Career Development at (517) 241-4000.

Higher Paying Jobs Help Workers and Economy

Michigan residents with disabilities who found higher paying jobs last year with the state’s assistance saw their average weekly earnings jump nearly 250%—from \$85 a week to \$297.

During FY 1999, a total of 2,274 underemployed workers with disabilities received job training or other job-related services from the Michigan Rehabilitation Services (MRS) division of the Michigan Department of Career Development.

“These individuals had the clear ability to perform in higher level jobs,” said Robert Davis, MRS state director. “They benefit because now they have more spending power. The economy benefits because these workers contribute more

to our economy through increased tax dollars.”

Davis noted that the economy also benefits when *unemployed* workers with disabilities enter or re-enter the job market. MRS, he said, placed 5,129 unemployed Michigan residents with disabilities into jobs in FY 1999.

The new working status of these individuals saves taxpayers \$5.7 million annually in reduced public assistance payments, he said.

MRS provides job-related services, such as training, work readiness skills, and job site accommodations, for persons with disabilities throughout the state. For more information, call toll free 1-800-605-6722 (voice) or 1-888-605-6722 (TTY).

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The Director's Column

On April 5, the Michigan Department of Career Development (MDCD) celebrated its first anniversary, and July 19 will mark the end of my first year as director. Anniversaries often trigger reflection, and in MDCD and across the state, we should welcome the opportunity to examine how much the Department has grown, how well our vision has developed, and how far we have all progressed toward that vision.

MDCD now has more than 1100 employees, is responsible for a budget in excess of \$525 million, and is comprised of eight distinct divisions. More importantly, the Department has hundreds of partners across the state who are helping to implement the vision of a career development system.

I would like to thank all MDCD employees for their dedication and hard work over the last year, and for their commitment to serving our customers. I would also like to thank our partners, both in Michigan and in other states, for their willingness to work with us to achieve our goal.

"The Department has hundreds of partners across the state who are helping to implement the vision of a career development system."

— Barbara Bolin, MDCD Director

Once again, this quarter has offered me many opportunities to meet and interact with people across the state. Together with the Deputy Assistant Secretary of Labor Lenita Jacobs-Simmons, I attended the Workforce of the New Millennium Dialog with Business in Ypsilanti in April, and I was very pleased that Ms. Jacobs-Simmons was extremely impressed with our efforts in Michigan. She confirmed what I have been saying since I arrived in the state—that we are one of the few states where the Workforce Investment Act (WIA) is understood, and where it

is being implemented on time and in the right way. She also believes that we have a unique vision for career development as an integral part of economic/workforce development.

This quarter, I announced a plan to develop a system of Work Keys Service Centers across the state, and in May, legislators, government employees, and others were given a chance to learn more about Work Keys during a presentation in Lansing. I intend to keep offering these types of opportunities to help people learn and understand our vision.

Operation Fast Break is rapidly becoming a reality as classes start early in September. The six sites for these classes are being determined by committees comprised of local representatives and members of the MDCD team. A Request for Proposal (RFP) has been issued for a private sector site. Linda Kinney is the MDCD contact person.

Our credentialing initiative will get underway this fall. Details of the CBC Fund have been released and are available on our Web site. Bob Rice is the MDCD contact for the CBC Fund.

The MDCD team is also finalizing details for the M-TEP project, and the Governor is considering his appointments to the statewide council that will be chaired by Lt. Gov. Dick Posthumus.

The Building Strategic Partnerships initiative is off to a great start; with environmental scanning well underway. The Department contracted with Grand Rapids Community College to assist in this process. Barry Stern and Bob Sherer are the MDCD contacts for this initiative.



Dr. Barbara Bolin and Dr. Donald Foster, president of Gogebic Community College.

I was honored to be asked to make two community college commencement addresses this spring, in Lansing and in the Upper Peninsula. At every ceremony of this type there are examples of sacrifice, dedication beyond the norm, and demonstrations of commitment to education that will warm your heart. During the Lansing ceremony, I was very moved when a young lady crossed the stage to receive her diploma, followed immediately by her mother! What a day of celebration for that family and those individuals.

It was great to be back in the UP! I renewed acquaintances and made new friends, and I learned about exciting new initiatives such as REAL that you can read more about in this newsletter. My visits to schools and career centers was time well spent, and I very much enjoyed meeting the students and teachers who are so committed to skills education. My thanks to all my friends in the UP.

The team at MDCD will continue to work through the summer to ensure smooth implementation of our 2000 initiatives while, at the same time, we will be doing strategic planning for more new exciting things next year, and beginning the next budget cycle.

Have a happy, restful and safe summer.

Barbara Bolin

Applying Skills to the Workplace One of PLATO's Many Lessons

Did you say “play dough?”

“No, PLATO. You know, as in the Greek philosopher.”

Oh, well, what about him?

“I’m not taking about him. I’m referring to PLATO, the new computer-based instruction system that helps both teens and adult learners achieve skills in a broad range of subjects, such as math, reading, writing, science, and social studies. PLATO even provides instruction in life skills and applied skills for the work place.”

Sounds difficult.

“Not at all. Because it’s interactive and self-paced, learners can move along at their

own speed. It’s great for instructors, too, because it’s modular. This allows instructors to customize courses to meet individual learner needs or specific class objectives.”

I get bored easily.

“You wouldn’t with PLATO. It’s state-of-the-art software, using sophisticated interactive simulations and advanced multimedia and graphics. There is even online coaching!”

Is PLATO instruction relevant to today’s workplace?

“That’s the beauty of PLATO! Its life skills lessons let learners apply new skills to real-life situations. Not only that, but PLATO’s problem-solving lessons teach critical thinking and reasoning.

Is PLATO compatible with the ACT Work Keys system of assessment and job profiling?

“Absolutely. The PLATO curriculum features objectives and activities that correspond to the skill levels in each Work Keys subject area.”

OK, but why is the Michigan Department of Career Development so interested in PLATO?

“The Department believes in encouraging the use of innovative education and training approaches that have demonstrated their value.”

Where can I get more information about PLATO?

“Just visit the Web site at www.PLATO.com, or call 1-800-44-PLATO.”

REAL Is a Sweet Deal for Ironwood Students

What can a rural school district do to help the local economy and, at the same time, keep its young people from leaving the area after high school graduation?

The answer for the Ironwood Area Schools is REAL—Rural Entrepreneurship through Action Learning, a hands-on entrepreneurial curriculum that has been gaining in popularity across the U.S. since 1990.

Founded by a Georgia educator, REAL is promoted by a national nonprofit organization that provides curriculum materials, direction, and training for teachers interested in giving their students the tools they need to become entrepreneurs.

In Ironwood, located at the far western edge of the Upper Peninsula, that teacher is Paulette Niemi, a middle school teacher who completed REAL training at the University of Georgia and successfully guided a class of high school students through a profit-making venture this past school year.

“The kids loved it,” she said. “After doing team-building exercises and learning some initial business skills, they researched a business proposal, wrote a business plan, and asked the school board for a \$200 loan to start a candy-making business called Sweet Delights.”

Niemi said the students developed job descriptions for the business, interviewed and applied for those jobs, and worked in teams.

“The jobs were the kind that you find in a real business—accountant, advertising manager, inventory manager, head cooks. The students also worked out a budget, figuring out how much it would cost for supplies and what the break-even point would be,” she said.

The students’ business acumen was most evident at the end of the project, when, after repaying the school board loan, they made a \$500 profit.

“Like many community-minded businesses,” Niemi said, “the students gave back to their

community by donating 30 percent of their profits to the St. Vincent De Paul Society.”

Niemi said she will expand REAL training in Ironwood this fall by offering three classes at the seventh and eighth grade levels. More than 70 students have signed up.

“We have a declining population in Ironwood,” she noted. “If young people have good business skills, they might be able to make it here. Our business leaders are committed to the project and want to know how they can help.”

If you would like to know more about REAL, contact Georgia REAL at (706) 546-9061. Initially designed for rural schools, REAL now serves youth and adults of all ages in communities of all sizes.



Initiatives Will Bolster Competencies

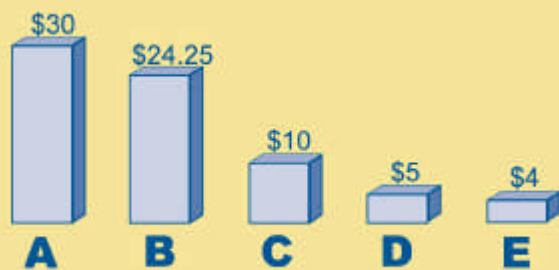
The Michigan Department of Career Development (MDCD) has announced five new initiatives designed to jump start the department's mission: Develop a

including partnerships between educational institutions and employers. All training providers may apply, including public or private secondary and postsecondary institutions. Funds will be distributed over three years.

initiative, training providers will produce graduates with meaningful credentials that indicate the skills of the graduate.

Under the first credentialing initiative, technical training institutions will be able to apply for certification for their programs. Designation as a Michigan Technical Excellence Program (M-TEP) will indicate a high quality training program that meets stringent requirements. Led by Lt. Gov. Dick Posthumus, a council comprised of private sector leaders will award the designation following recommendations from industry-sector panels. This council will work with the Council of Great Lakes Governors and the National Skills Standards Board to establish a skills database to guarantee portability of credentials across the Great Lakes region and beyond.

Funding for MDCD Initiatives in Millions



Each letter corresponds to an initiative

system that produces a workforce with the required skills to maintain and enhance the Michigan economy.

"Michigan businesses are facing a crucial shortage of skilled workers with strong academic and technical skills," said Dr. Barbara Bolin, MDCD director. "It is imperative that we better prepare potential and incumbent employees for the workplace, and that we keep our university graduates in the state."

She added that graduates from both academic and technical programs and their employers "need guarantees that education and training programs are instilling the competencies needed for future success."

To this end, MDCD has dedicated \$73.25 million to support the following initiatives. (In addition, \$2.25 million has been set aside for administrative costs of the initiatives.)

A Competency-Based Curriculum (CBC) Fund

The Competency-Based Curriculum Fund is a competitive incentive for the development of training curricula that guarantee graduates have the required skills. Funds will be awarded to training organizations that submit applications meeting stringent requirements,

B Career Preparation

These funds are designed to complement those already budgeted for Career & Technical Education and Career Preparation. They will be used to facilitate the development of a career preparation system across the state. They also may be used for locally recommended initiatives that will serve as pilot demonstration programs or for statewide initiatives such as career awareness and internships.

Operation Fast Break, designed to make participants employable, is a short, concentrated training program that develops basic math, reading and writing skills while emphasizing problem solving, communication, and computer literacy in the workplace. The program will be piloted in conjunction with the local Workforce Development Boards in three regions and at one private site. Employer involvement is paramount to success.

A significant strategic planning initiative is underway in the 25 workforce regions. Each Workforce Development Board and its associated Education Advisory Group is conducting an environmental scan from which three-year strategic goals and objectives and a one-year operational plan will be developed. A single regional plan will address all educational and career development needs and ensure more comprehensive services. MDCD is providing technical assistance.

C Credentialing

Employees need required skills to be successful, yet training programs do not provide information regarding skill levels attained. Under the Michigan credentialing

D Michigan Virtual University (MVU)

Michigan Virtual University will be a key partner in many of the new initiatives. The first undertaking will be a partnership between MDCD and MVU to develop an on-line distance learning tool and a career guidance system for both potential and incumbent employees. MDCD is also supporting MVU in the design and development of the Teacher Training Initiative. This will provide teachers with the technological tools they need in the classroom.

E Community Outreach

Community outreach and dissemination of information is a priority because many Michigan residents are unaware of the programs and services available to them.

MDCD's outreach will focus on Youth Apprenticeships, the Michigan Occupational Information System (MOIS), Michigan Virtual University, the Career Preparation System, Michigan Technical Excellence Programs (M-TEPs), and the Michigan Works! system.

Should all students in special education be referred to Michigan Rehabilitation Services (MRS), and at what age?

These are the most frequently asked questions of MRS counselors who serve young people with disabilities. The short answers are: “No, not all special education students, and the appropriate age depends on a number of issues.” The following is the long answer:

MRS provides highly individualized services based on a student’s needs, as does special education. MRS develops a written Individual Plan for Employment (IPE) collaboratively with each young person who applies for services.

The IPE contains a clearly defined employment goal and states the services essential for reaching that goal, including services needed from the school and other community agencies. Time frames, costs, evaluation of progress, and definition of the roles and responsibilities of the partners in the process are included in the IPE.

The Individuals with Disabilities Education Act (IDEA) and the Rehabilitation Act (MRS’s authorizing legislation) share the same definition of “transition.” IDEA mandates that while the student is in school, the school maintains primary responsibility for transition services. MRS cannot supplant school transition services required by state and federal laws; rather, the agency plays a largely supportive role.

MRS wants to be a consultant and active partner in transition planning as early as age 14–16 to maximize a successful transition outcome. Students needing employment-related support services that are not the responsibility of special education or some other agency should be referred to MRS so that an IPE can be developed.

Not all students in special education will need MRS services to make a successful transition from school to work and community. Further, MRS could not provide services for all Michigan special education students because of staffing and budgetary limitations. A total of 14,000 students leave special

education each year because of graduation, dropping out of school, or aging out. With only 270 MRS counselors statewide, MRS could not possibly serve every one of them.

This fact reinforces the need for local transition planning and coordinating councils to ensure that ongoing communication is taking place among all community service providers. They have a responsibility to determine which students will benefit from which services, from which agency, and when.

The goal of MRS, the schools, and all youth transition partners is successful transition outcomes for all students with disabilities.

For more information about the Michigan Rehabilitation Services division of the Michigan Department of Career Development, call toll free 1-800-605-6722 (voice) or 1-888-605-6722 (TTY).



Centralized System Streamlines Michigan Works! Data Sharing

Michigan residents now can receive immediate services from any Michigan Works! Service Center without filling out a second registration form, thanks to a new, centralized, Internet-based tracking and reporting system.

All major workforce development programs in the state are contained within the system. This includes Employment Services, Welfare-to-Work, JTPA, and the newest program, the Workforce Investment Act (WIA).

“The new management information system facilitates the collection and sharing of data between one-stop partners to aid in the seamless delivery of services to customers,” said Dr. Barbara Bolin, director of the Michigan Department of Career Development. “We are continuing to enhance the system, and plans to develop a component for Adult Education are underway.”

The Michigan Works! agency directors agreed to adopt a centralized management information system in

late 1998. The project was installed in three phases, with the final phase completed on May 1, 2000.

“The development of the system was a collaborative effort of advisory groups, front-line workers, and technical staff,” Bolin said. “Two advisory groups—the MWA Advisory Group and the Employment Services Advisory Group—met regularly with technical development staff to define the system requirements and user interface.”

Students Schooled in Manufacturing

Which state in the U.S. has the first career preparation program that helps high school students explore the world of manufacturing?

The answer, of course, is Michigan; more specifically, the Greater Lansing area, which includes the counties of Eaton, Clinton, and Ingham. Here in 1998, the United Auto Workers (UAW), General Motors Corporation (GM), and the Ingham Intermediate School District developed a program called Lansing Area Manufacturing Partnership, or LAMP.

Available to high school seniors from 23 eligible school districts in the tri-county area, LAMP helps students prepare for a career in manufacturing. The philosophy is that young people who have work experience in manufacturing while they are still in high school will have a definite advantage later on in the competition for high-paying production jobs.



Erin Ballinger

LAMP helps students prepare for a career in manufacturing. The philosophy is that young people who have work experience in manufacturing while they are still in high school will have a definite advantage later on in the competition for high-paying production jobs.

Currently, almost one-third of Michigan workers are directly involved in manufacturing, and it is predicted that thousands of manufacturing jobs will become available in the state over the next several years.



Rochelle Price IV

Students participating in LAMP attend daily two-and-a-half hour sessions at the UAW/GM Lansing Training Center. Concepts learned in the classroom are applied in real-world applications on the plant floor. This gives students first-hand knowledge of and access to the automotive industry. All students, assisted by mentors, leave the year-long program with a career plan and a portfolio of accomplishments.

LAMP received the Michigan Association of School Board's Special Achievement Award in 2000 and General Motors Best of the Best Award in 1998.

Because of the success of the LAMP program, GM and the UAW have replicated the concept with the Detroit Public Schools and the Hamtramck plant.

In addition, Robert Davis, director of the Michigan Rehabilitation Services (MRS) division of the Department of Career Development, has visited the LAMP program and sees an opportunity for MRS to provide support services to student participants who may have disabilities.

For more information, contact LAMP Administrator Kathy Tomlanovich, Ingham Intermediate School District, at (517) 377-7149.

Migrant Web Site Links Workers and Growers

Just in time for the growing season, the Michigan Department of Career Development launched the Migrant and Seasonal Farm Worker Program Web site, www.michaglabor.org.

The site provides much-needed information about job openings, migrant labor housing, grower profiles, and several other topics of interest to migrant and seasonal farm workers and growers. It can also be accessed through the department's Web site at www.state.mi.us/career under "Related Links."

Agriculture is one of Michigan's most important

industries, and this Web site is the ideal place for workers and employers to connect. Available at www.michaglabor.org are day care education programs, seasonal crop information, general service information, and the names and locations of MD CD's agricultural employment specialists.

In Southwestern Michigan, news of special interest to farm workers and growers is broadcast on a program called "La Hora Del Campesino" ("The Hour of the Farm Worker") on the Dowagiac radio station W DOW, 92.1 FM/1440 AM, from 8 to 10 p.m. on Sunday.

The bilingual talk-music show is co-sponsored by the Berrien-Cass-Van Buren Michigan Works! agency and several Southwestern Michigan businesses. It is hosted by Gerardo Aranda, an MD CD agricultural employment specialist.

The program's primary focus is the announcement of agricultural jobs. All job openings are announced in Spanish and English. Since its debut in November 1998, more than 800 agricultural jobs have been announced, and nearly 200 agricultural employers have been served through radio job advertisements.

Michigan Talent Bank: Job Search Made Easy

Employment Services

The Michigan Talent Bank (MTB) at www.michworks.org is the state's Internet-based labor exchange system, maintained by the Michigan Department of Career Development (MDCD) as a public service.

It's one of the largest public resume and job systems in the nation. There are no user fees charged to anyone using the Michigan Talent Bank, and it is available 24 hours a day, seven days a week. Why should you consider using it?

If you are an employer...

More than 300,000 resumes are in the system at any one time. According to the most recent survey data, more than 40 percent of employers using MTB hire someone within 60 days. Employers can use the system in two ways: First, post job openings so job seekers can apply on their own, and, second, use specific criteria to search for the best candidate from among thousands of resumes.

Your job openings can be searched by job seekers using criteria such as specific job locations, skill and educational requirements, and wages. Employers can indicate in the job posting how they want people to apply, by phone, mail, e-mail, or in person.

Employers can search the resume database using key words or other specific criteria to get a list of qualified candidates. Search criteria can be saved and used over and over

again when filling the same type of position. Searches can also be refined with additional criteria to find just the right candidate.

If you don't have access to the Internet, staff at the nearest Michigan Works! Service Center will post jobs for you and find applicants.

If you are looking for a job...

More than 30,000 employers throughout the state use the Michigan Talent Bank system. There are currently more than 40,000 active job openings in the system, and over 10,000 new job openings are posted each month!

Job seekers can use the system in two ways: First, post a resume on the MTB for thousands of employers to view. Only registered employers who have been validated by MDCD will be able to see job seekers' names and contact information. Once a resume has been entered into the system, it can easily be updated or refreshed (kept in the most current group), or inactivated and then reactivated as needed.

Second, search for a job from among the thousands listed. You can search for a job using criteria such as job title, location, and wages, or you can have the system conduct a search to match your resume to jobs listed in the MTB. No fees can ever be charged to a job seeker for any job in the Michigan Talent Bank.

Employers usually search for resumes that were entered within the last 30 days, so with one easy click on the "Refresh" button once every 30 days, you can keep your resume in the most active category.

You can also see how many hits and views your resume has received from employers. More importantly, we know that the system works for hundreds of people every day because, according to a recent survey, more than one-third of job seekers using the Michigan Talent Bank found a job within 90 days.



Need a little help using the Michigan Talent Bank?

Just call our toll-free customer service line at 1-888-253-6855 weekdays, 8 a.m. to 5 p.m. Michigan Talent Bank staff can answer your questions and help you learn to use the system effectively.

Don't have a computer with Internet access?

Call 1-800-285-WORKS (-9675) to find the nearest Michigan Works! Service Center. Each of our more than 100 service centers statewide has computers you can use to access the Michigan Talent Bank on the Internet. Their trained staff can assist you. In addition, many public libraries and schools have computers available with Internet access.

The Average Child

I don't cause teachers trouble,
my grades have been O.K.
I listen in my classes
and I'm in school every day.
My teachers think I'm average,
my parents think so too.
I wish I didn't know that
'cause there's lots I'd like to do.

I'd like to build a rocket, I have
a book that tells you how,
or start a stamp collection—
well, there's no use in trying now.
'Cause since I found I'm average
I'm just smart enough you see,
to know there is nothing special
that I should expect of me.

I'm part of the majority,
that hump part of the bell,
who spends their life unnoticed
in an average kind of hell.

*By a ninth grade Native
American Indian student
(name withheld by request)*

Center on MSU Campus Serves Educators

CareerWise is pleased to welcome the Michigan Center for Career and Technical Education (MCCTE) as a new partner on these pages. MCCTE is a nonprofit resource center with expertise in education, information technology, and research to serve the needs of educators and other stakeholders

throughout Michigan. It is located on the campus of Michigan State University.

Each issue of *CareerWise* will include news and information from MCCTE. In this edition, the staff of MCCTE present an overview of their services. For further information, call the Center's toll-free number, 1-800-292-1606.

Curriculum and Professional Development Services

Career Preparation, Tech Prep and Information Technology

MCCTE provides technical assistance for implementing statewide initiatives in Career Preparation, Tech Prep, and Information Technology. MCCTE coordinates Career and Technical Education (CTE) professional development workshops as well as statewide conferences in Career Preparation/Tech Prep and Information Technology. MCCTE also assists with the popular "Innovator to Watch" awards program. Materials in these areas are available for sale or loan. A catalog of resource materials sold by the Center is distributed annually to more than 14,000 customers.

School-to-Registered Apprenticeship Consortium

This is Michigan's independent consortium of schools, intermediate school districts, career and technical education centers, and community colleges that have joined with the U.S. Department of Labor, Bureau of Apprenticeship and Training (USDOL/BAT) to provide students with opportunities to begin certified apprenticeship training while still in high school. MCCTE provides administrative functions such as marketing, information management, and fiscal management, as well as the formulation,

delivery, and evaluation of professional development services for this consortium.

Engineering, Manufacturing, and Industrial Technology (EMIT) Career Path

MCCTE provides the planning, implementation, and delivery of professional development activities, coordinates and provides leadership for curriculum development, and serves as a liaison with business and industry for schools pursuing projects in the EMIT pathway. MCCTE supports manufacturing-related trades by working closely with the Michigan Manufacturing Team, the National Institute of Metal Working Standards (NIMS) curriculum project, and the consortium of community colleges involved in the Michigan Technology Education Center (M-TEC) initiative. MCCTE assists these organizations in developing open-entry/open-exit curricula in the areas of information technology and metal working/advanced manufacturing. Most of the Center's activity in this area is comprised of professional-level support for the Trades and Industry section of MDCD's Office of Career and Technical Preparation. This is accomplished through participation in site visits, new program certification, and holding leadership positions with various state and local employer-educator initiatives.

MCCTE Staff Listing

John Dirks, Co-Director
Gloria Kielbaso, Co-Director
Yeon Hong Min, Associate Director
John Radford, Projects Coordinator
Tim Jackson, Career Preparation Coordinator
Maryal Debnar, Professional Development Coordinator
Noël Estabrook, Technology Coordinator
Pat Brancel, Collections Coordinator
Jan Witwer, Sales Coordinator
Dave Bolig, Information Specialist
Lisa Haston, Tech Prep Resource Coordinator
Tony Bright, Career Preparation/Tech Prep Assistant

Information Clearinghouse Services

MCCTE provides information clearinghouse services in Career Preparation, Tech Prep, School-to-Work, Gender Equity, Professional Development, and Curriculum Development. The Center provides information about educational issues to legislators, agency personnel, educators, employers, Michigan Works! personnel, and the general public. Materials are available for sale or loan and can be accessed via the Worldwide Web.

Technology Services

MCCTE has developed a complete technology infrastructure for both current and future needs. Below are some of the highlights of our technological capabilities:

Web Site: www.mccte.msu.edu

MCCTE's main Web site provides instant online access to the following:

- n Task Lists
- n The MCCTE catalog of holdings
- n Loan library of materials (over 5000 holdings) including the ability to request materials online
- n Extensive career topic information, including Tech Prep, Career Preparation System, skill standards, School-to-Work, and Career/Technical Education (CTE)
- n Additional information such as links to other sites, contact information, and more
- n The annual Career Preparation/Tech Prep conference registration and schedule

Web Site:
www.mccnet.educ.msu.edu

The Community College Network Web site provides:

- n Online data collection and dissemination for community colleges
- n The transfer consortium libraries

- n Information on state community colleges and the Michigan Community College Data and Evaluation Committee (MCCDEC)

- n Communications provided by multiple mailing lists

Web Site: www.stra.org

The School-to-Registered Apprenticeship Web site contains:

- n A system allowing coordinators to track and manage students in STRA programs
- n Marketing information for coordinators, parents, students, and employers

Future Directions

MCCTE is constantly exploring new ways to better use technology to serve our customers. Items we are exploring include:

- n Web-based professional development: MCCTE is planning to offer professional development workshops online. It is becoming more and more difficult for teachers and other professionals to spend two days away from work to attend an out-of-town workshop. Providing workshops and other materials online would remedy this situation.
- n Easier access: MCCTE also plans to make all of its services, workshops, conferences, and materials available online, and to allow customers to pay for these services and materials online with a major credit card.

Research Services

MCCTE possesses expertise in educational research, particularly in the area of workforce development. Stakeholders in community colleges, business and industry, and corrections have benefited from our research services.

Center staff are experienced in quantitative and qualitative methods. Instrument design, data collection, and data analysis using Scantron, SPSS, NVivo, and other tools are available.

In addition to formal research projects, MCCTE provides search services using national and local databases, Web sites, and other sources. Searches are available to personnel of the Michigan Department of Career Development and the Michigan Department of Education, legislators, educators, and others in the field. Some searches may require a nominal fee.

Upcoming Professional Development Workshops

Date	Event	Location	Fee
7/26-28/00	Office of Career & Technical Preparation Summer Conference	Grand Traverse Resort Traverse City	\$175.00
8/2-4/00	Allied Health Technologies Summer Leadership Institute	Crystal Mountain Resort Thompsonville	\$190.00
8/2-4/00	Life Management Education Summer Institute	Crystal Mountain Resort Thompsonville	\$190.00
8/3/00	Risk Management Workshop	Crystal Mountain Resort Thompsonville	\$80.00

For registration information, contact Maryal Debnar at 1-800-292-1606, ext. 4.

Hats Off to Exceptional People

Trenda Rusher, Workforce Development

A Michigan woman has been tapped to lead the National Workforce Association (NWA).

Trenda Rusher, executive director of the Washtenaw County Workforce Development Board, has been elected president of NWA, formerly called the National Association of County Training and Employment Professionals. It is an affiliate of the National Association of Counties.

NWA members serve as the technical professionals to Workforce Development Boards—the local elected officials and business leaders who provide oversight of community workforce development issues.

“My agenda as NWA president is to promote a workforce development system that supports excellence in service

delivery to improve the quality of the country’s workforce,” she said. “To achieve this, we must enhance partnerships throughout the system and educate Congress about the need for new and continued funding for the system to keep America globally competitive.”

Rusher, who is beginning her 20th year of administering employment, training and community service programs, is also a member of the Workforce Excellence Board, the governing body for the national Workforce Excellence Network. Here in Michigan, she is vice-president and treasurer of the

Michigan Works! Association.

In Washtenaw County, Rusher is responsible for a \$9.2 million multi-service agency budget. “Our wide array of programs includes services for the pre-school age child in Head Start to the teenager learning how to keep his or her first job, to the unemployed adult seeking new skills, and to the talented senior citizen assisting in our Foster Grandparent Program.”

A graduate of the University of Michigan, she has a master of public administration degree from Eastern Michigan University.



Terry Fobbs, Postsecondary Services

Terry Fobbs, deputy director of postsecondary services for the Michigan

Department of Career Development, has been named a “Quality Hero” by the Michigan Quality Council (MQC) for helping Jackson Community College improve its level of customer service.

The Quality Heroes program is a means of honoring and rewarding individuals and/or teams who have provided day-to-day quality service on their job or in their community. Quality Heroes are chosen by Quality Champions: founding and

sustaining members of the Michigan Quality Council, examiners for the Michigan Quality Leadership Award, and MQC standing committee members.

Fobbs was nominated by Quality Champion Deborah Strohaber of Jackson Community College. “To find someone who takes the idea of providing quality customer service so seriously that he works with you to improve your level of quality service, too, is wonderful. It makes the whole process and experience easier for everyone,” she said.

Fobbs has a bachelor of science degree from Brigham Young University and a master of business administration degree from the University of Puget Sound. He is a U.S. Army Reserve

Colonel and a veteran of the Gulf War, where he was awarded the Bronze Star. He is also a candidate for a master of science in strategic studies degree from the U.S. Army War College in Pennsylvania.

Fobbs and this year’s other Quality Heroes will receive certificates of recognition from the Michigan Quality Council and Governor John Engler on August 24.

MQC was created in 1995 by business representatives and supported by Governor Engler to promote Total Quality Management practices in businesses, educational institutions, and organizations throughout the state.



Who Bring Honor to Michigan

Jim Levande, Technology Education

James S. Levande, Ph.D., technology education consultant for the Michigan Department of Career Development (MDCD), has been named Outstanding State Supervisor. The honor was conferred by the International Technology Education Association's (ITEA) Council for Supervisors for his "exemplary service and dedication to the implementation of technology education."

Levande managed the development of Michigan's Technology Content Standards and Technology Education Curriculum Guide. These documents, which focus on achieving technological literacy for all K-12 students in our state, support MDCD's mission to provide students

with a grounding in core school subjects based on curricula that use real-world, technological, and career contexts. In addition, they align with the just-released national Standards for Technological Literacy.

In his role as technology education consultant, Levande provides technical assistance to schools, businesses, and industries across Michigan. He is also responsible for continued research and development of curricula and instructional resources, monitoring teacher supply and demand, and the professional development of teachers and school administrators.

As Michigan's representative to the national Center to Advance the Teaching of Technology and Science

(CATTS) Consortium, Levande is involved in the design of standards-based technology education curricula and instructional resources that adhere to criteria set by the National Research Council and National Academy of Engineering.

A noted presenter and the author of numerous publications, Levande is also an adjunct professor on the graduate faculty of the Department of Business and Technology Education, Eastern Michigan University.



MDCD Calendar of Events

- | | |
|-------------|--|
| July 26-28 | Office of Career and Technical Preparation Summer Conference
Location: Grand Traverse Resort, Traverse City
Registration Fee: \$175.00 for all 3 days
Call Maryal Debnar at 1-800-292-1606, ext. 4 |
| August 4 | Michigan Works! Service Center Open House
Time: 11:00 am-2:00 pm
Location: 15950 Twelve Mile Rd. Suite 120
Roseville, MI
Call (810) 498-5852 for more information |
| October 1-3 | Michigan Works! for People Annual Conference
Location: Amway Grand Hotel, Grand Rapids
Registration Fee: \$175.00 (early bird)
\$200.00 after Sept. 11
Call (517) 371-1100 for more information |
| October 3 | Governor's Workforce Commission Meeting
Time: 1:00 pm
Location: Amway Grand Hotel, Grand Rapids
(in conjunction with the Michigan Works!
Annual Conference October 1-3)
Call (517) 335-7421 for more information |

Hispanic Heritage

Michigan will be celebrating its Hispanic heritage September 15 to October 15 with a slate of activities in Lansing and many local communities. This year's theme is "Honoring the Strength of our Heritage, Embracing the Promise of the 21st Century."

A highlight will be Citizenship Day on Friday, September 22, when 200 Spanish-speaking immigrants will receive their U.S. citizenship at the State Capitol.

For more information, call the Office of Spanish Speaking Affairs in the Michigan Department of Career Development at 517/334-8626.



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Career Exploration? It's Elementary!

It's never too early to begin exploring careers! That seems to be the motto in Whitehall, where more than 700 students gathered for the first Elementary Career Day on May 2.

"The variety of careers presented that day was astounding," said Mary Ponstein, career development facilitator for White Lake Area Community Education. She explained that the students earlier had been asked to select five choices out of more than 100 careers.

"One of the unique things about the day was that the students were able to learn about the specific careers they had selected," she said. "There were 60 outstanding presenters who came in to speak about

their jobs. They ranged from logger to marine biologist, journalist to film maker, banker to lawyer, and doctor to astronautical engineer."

The students learned through visual aids and hands-on presentations what it might be like to work in a particular

field and what type of education, life skills, or special courses would be required.

Ponstein and Whitehall Ealy Elementary Principal Ed Bailey invited the elementary school students of Holton and Montague to share this exciting day.

